

SUPERVISORY CBP AGRICULTURE SPECIALIST (FIRST LINE)

CUSTOMS AND BORDER PROTECTION

1 vacancy - Nogales, AZ	Salary Range	Who May Apply
Work Schedule is Full Time - Permanent	\$84,561.00 to \$109,934.00 / Per Year	Current U.S. Customs and Border Protection employees with competitive status.
Opened Wednesday 3/16/2016 (23 day(s) ago)	Series & Grade	Control Number
Closed Tuesday 3/29/2016 (10 day(s) ago)	GS-0401-13/13	432443700
	Promotion Potential	Job Announcement Number
	13	MHCMP-1651163-KDL
	Supervisory Status	
	Yes	

Job Summary

Customs & Border Protection (CBP): Securing America's Borders

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resiliency to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career in CBP, the sole organization responsible for securing the nation's borders. At U.S. Customs and Border Protection, we:

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers, please see <http://www.cbp.gov>.

Joining the Customs and Border Protection Office of Field Operations will allow you to use your expertise to detect and prevent terrorists and instruments of terror from entering the U.S. This position starts at a salary of \$84,561 (GS-13 step 01). Apply for this exciting opportunity to strengthen Homeland Security by performing law enforcement activities that enforce the laws and regulations related to the import and export of agriculture, commodities and baggage entering and/or exiting the United States.

Who May Apply: Current U.S. Customs and Border Protection employees with competitive status.

- For definitions of terms found in this announcement, please see http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm.

Organizational Location: This position is located within U.S. Customs and Border Protection, Office of Field Operations, Tucson Field Office, Nogales, AZ.

One or more selections may be made using this job opportunity announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed above.

Duties

In this first-line supervisory position you will become a key member of a team of Homeland Security professionals detecting and preventing terrorists and instruments of terror from entering the U.S. Typical work assignments include:

- Supervising a medium to large staff, and performing a full range of supervisory functions.
- Resolving conflicts between CBP Agriculture Specialists, travelers or importing public.
- Responding to and resolving technical and operational questions.
- Providing guidance and training, communicating intelligence and enforcement information.
- Monitoring methods and quality of services provided to customers.

Travel Required

- Occasional Travel
- You may be required to travel

Relocation Authorized

- No

Key Requirements

- You must be a U.S. Citizen to apply for this position
- You may be required to pass a background investigation
- Males born after 12/31/1959 must be registered with Selective Service
- You may be required to pass initial and random drug testing

Qualifications

Education/Experience Requirement: You must have successfully completed a full 4-year course of study in an accredited college or university leading to a bachelor's or higher degree that included a major field of study in biological sciences (including botany, entomology, and plant pathology), agriculture, natural resource management, chemistry, or related disciplines (e.g., ecology). If you have not completed the above described education, you must have completed at least 24 semester hours in biological sciences, agriculture, natural resource management, chemistry or a related discipline at an accredited college or university plus appropriate experience or additional education. Examples of qualifying experience may include working in such areas as pest management, environmental monitoring, farm management, agricultural commodity importation and/or exportation, or other related experience in pest/pathogen detection, regulation, eradication, and control.

GS-13: You qualify at the GS-13 level if you meet the basic requirements as described above AND you possess one (1) year of specialized experience that equipped you with the skills needed to perform the job duties. Examples include analyzing a wide variety of agriculture-related material, pests or diseases including the very difficult, complex and unusual finds submitted by other agriculture inspection personnel; serving as a consultant in identifying a wide range of insects and related pests associated with the inspection of conveyances and passengers; and serving as a trouble-shooter, handling the most unusual agriculture commodity or pest problems.

Transcripts: If you have never held a position in the GS-0401 series with Customs and Border Protection, you are required to submit a copy of your transcripts with your application.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, including education, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by Tuesday, March 29, 2016.

Supervisory Probationary Period: You may be required to serve an 18 month probationary period upon appointment and complete a supervisory training course within 12 months of assignment.

Training: You may be required to attend 8-12 weeks of training at the Professional Development Center in Frederick, Maryland. Failure to successfully complete the training may be grounds for mandatory removal from the position. Such failure will result in either reassignment to another position, demotion, or separation by appropriate procedures.

Data Systems: You will be required to maintain access to all data systems necessary for duty execution.

Overtime and Shift Work: This position requires regular and recurring overtime and shift work. You may also be rotated between assignments and duty locations.

Motor Vehicle Operation: You must possess a current valid State driver's license at the time of appointment.

Uniform: You will be required to wear an officially approved uniform while in a duty status.

Medical Requirements: The Agriculture Specialist position has medical qualification standards. A pre-placement medical examination is required to ensure those tasked with the position's responsibilities are medically and physically capable of performing the essential tasks and job functions in an efficient and safe manner without endangering the health and safety of co-workers, the public, or oneself. Persons in this position must demonstrate they are physically and mentally capable of performing the essential functions of the position. The medical qualification standards cover any disease or condition that may potentially interfere with the safe and efficient performance of the job duties or training may constitute grounds for medical disqualification. The medical standards also include specific vision and hearing requirements as noted below.

Vision:

- Distant Visual Acuity: Must be at least 20/30 or better in the best eye with or without correction. Individuals who have undergone refractive eye surgeries/procedures (e.g., photorefractive laser surgery, keratoplast, LASIK) may be qualified provided they have no post-operative adverse complications and they meet the vision requirements.
- Near Vision: Must be 20/30 or better Snellen with or without corrective lenses.
- Color Vision: Must be able to distinguish colors (i.e., red, green, yellow, blue, orange, purple, pink, brown, black, white, gray). Use of an X-chrome lens is not acceptable.
- Visual Fields: a minimum of 140 degrees in the horizontal meridian.

Hearing:

- Hearing level in each ear must not exceed 40 decibels (dB) for the average of the following frequencies: 500, 1000, 2000, and 3000 Hertz (Hz).
- The difference in hearing level between the better ear thresholds and worse ear thresholds may not exceed 15dB for the average of 500, 1000, 2000, and 3000 Hz.
- The difference in hearing level between the better ear and worse ear may not exceed 30dB at 4000 or 6000 Hz.

- The use of hearing aids to meet the standards is acceptable.

Physical and Environmental Conditions: The work environment includes offices, aircraft operation areas, airline passenger and cargo areas, and marine docks. Periods of outdoor work may be required in snow, rain, or extreme heat. Occasional periods of outdoor work may be required in remote areas with no modern comfort facilities. The work may involve the use of toxic chemicals, pesticides and fumigants. Protective clothing may be required such as hard hats, gloves, goggles, hearing protection, and respirators.

Security Clearance

Public Trust - Background Investigation

What To Expect Next

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts at: <https://my.usajobs.gov/Account/NotificationSettings.aspx>. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

BENEFITS

DHS offers competitive starting salaries and an attractive benefits package, including: health, vision, dental, life and long-term care insurance, Thrift Savings Plan (similar to a 401(k)), Flexible Spending Account, retirement plan, Employee Assistance Program, personal leave days and paid federal holidays. Other benefits may include: flexible work schedules, telework, tuition reimbursement, transportation subsidies, uniform allowance, health and wellness programs, and fitness centers. DHS is committed to employee development and offers a variety of employee training and development opportunities. For more information, please go to www.dhs.gov/careers and select "Benefits".

To compare cost of living data, calculate mortgage scenarios, or gather information on communities and school districts, please visit the website: <http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>

Other Information

Background Investigation: Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (i.e., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy) and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. For more information, please see: http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml.

Probationary Period: Current and former federal employees may be required to serve or complete a probationary period.

Bargaining Unit: This position is not covered under the bargaining unit.

CBP uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about E-Verify here, <http://www.uscis.gov/e-verify>, including your rights and responsibilities.

Every individual receives a fair opportunity throughout the federal recruitment and hiring process. To learn more, click on the link https://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](https://twitter.com/CustomsBorder)

Please view the video "Protecting America 24/7" to learn more about CBP's Office of Field Operations: http://cbpapps.cbp.dhs.gov/ofo/2011/protecting_america/pro_america.wmv

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

We strongly encourage you to apply online. If you cannot apply online, you may fax your resume, assessment questionnaire, and supporting documents to **(478) 757-3144**. You must print a copy of and document your responses to the assessment questionnaire [View Occupational Questionnaire](#) using OPM Form 1203-FX http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf, and the official fax cover sheet: <http://staffing.opm.gov/pdf/usascover.pdf>. Please include job opportunity announcement ID 1651163 and provide your SSN, name, and address using the exact name you used when you filled out the questionnaire. If you have uploaded documents into your application, you do not need to fax those same documents.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on Tuesday, March 29, 2016.**

How You Will Be Evaluated

Agriculture Specialist Promotional Assessment: Qualified U.S. Customs and Border Protection (CBP) candidates will be ranked on the basis of the scores received on the CBP Agriculture Specialist Promotional Assessment. Competitive applicants must have a valid test score when the announcement opens, or we cannot consider you for this position. Alternate Staffing (Non-Competitive) Candidates need not have a current, valid test score. Alternate Staffing (Non-Competitive) candidates include applicants who have permanently held a position at the highest grade announced or higher.

Your application record will remain in a pending status until after the announcement closes, at which time we will upload test scores. If you have completed the assessment questionnaire and have uploaded all required documents for this announcement, there is nothing further you need to do at this time.

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see [View Occupational Questionnaire](#).

Knowledge, Skills, Abilities and Other Characteristics (KSAOs):

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

Knowledge of and ability to interpret laws, rules, regulations and procedures related to passengers, mail and cargo.

Knowledge of biological and agricultural science and of APHIS programs and regulations.

Expert knowledge of elements of search, behavioral observation and questioning techniques.

Knowledge of principles and techniques of management including responsibilities relative to bargaining unit employees.

Agency Career Transition Assistance Program (CTAP) Eligibles: If you have never worked for the Federal Government, you are not CTAP eligible. Information about CTAP eligibility can be found at: http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a. To be considered well qualified under CTAP, you must possess the knowledge, skills and abilities and/or competencies clearly exceeding the minimum requirements of the position. This will be measured by a score of 85 or higher. In addition, you must submit the supporting documents listed in the "Required Documents" section of this announcement.

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/DD/YY), as well as your hours per week for each position listed. Your resume should also contain your full name, address, phone number, email address, and salary. NOTE: Resumes stored on USAJOBS will not automatically carry over to this announcement.
- **Your responses to the job questionnaire** [View Occupational Questionnaire](#)
- **Are you qualifying based on education?** Submit a copy of your college transcript (unofficial is acceptable at this time; however, official copies will be required prior to entrance on duty) or a list of coursework with hours completed. Education must be from an institution accredited by an agency recognized by the U.S. Department of Education. Education obtained from a foreign university or college is not creditable unless it has been evaluated by an organization that specializes in interpretation of education credentials. For a listing of accrediting agencies, please see <http://www.naces.org/members.htm>.
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; your most recent SF-50B (noting your current position, grade level and duty location); a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a notification from the applicable Military Department or National Guard Bureau, that you are retired under 5 U.S.C. 8337(h) or 8456.
- **Veterans preference points are not applicable to Merit Promotion announcements.**
- You may be asked to provide a copy of your recent performance appraisal and/or incentive awards. Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under "Other" documents. "Other" documents may not be applicable for each applicant, but should be utilized if you are submitting a SF-50 for proof of federal service, veterans documents for eligibility, transcripts for qualifications, etc.

It is your responsibility to verify that any information entered, uploaded, or faxed is received and is accurate. Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload or fax it by the closing date.



Department Of Homeland Security

Customs and Border Protection

Contact

CBP MHC Hiring
Phone: (952)857-2932
Email: CBPHIRING-
APPLICANTINQUIRY@CBP.DHS.GOV

Address

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[EEO Policy Statement](#) | [Reasonable Accommodation Policy Statement](#) | [Veterans Information](#) | [Legal and Regulatory Guidance](#)